

change takes place when the first child is born. I mention it in passing, just as I mention another obvious factor—the sense of self-expression. This may be direct or indirect, and it increases efficiency because of the better mental health of the individual. A tradesman can often find self-expression in his work. A mass producer may earn enough to spend on a hobby of some sort in which he can enjoy himself. The recognition of this has led many progressive companies to encourage dramatic societies, model-making clubs, stamp-collecting bureaux, etc., within their organisations. People who suffer from lack of expression may become apathetic—“browned off”—and eventually break down. But inside the workshop self expression may take odd forms—the practical joker who sends the young recruit for a soft-faced hammer. “Old Joe,” who is the character about the place; “John,” who is everybody’s confidant, and so on.

This problem of the reaction of the individual within the group to that group is fascinating, and is one which is ripe for exploration. The man doing a job about home is different from the same individual working at the bench with mates in a workshop. He is a different man in the presence of his wife, his little son, or even his dog. What constitutes that difference? The full answer to that question would throw light on most of the problems of industrial psychology.

Finally, I also want to mention an impulse which can affect very large groups and which, for want of a better name, I call the Internal Obsessional Drive. We saw it in the fighter aircraft factories in the early stages of the war. We had it exemplified in the Hitler Youth—in their blind devotion and enthusiasm to a cause which we, but not they, believe was unworthy. There is not infrequently, under adequate leadership, a compelling conscientiousness which is a most powerful incentive. Whether it is normal or abnormal, I cannot say. Whether it should be exploited by managements depends to some extent on what we think of it, and on that I would like to hear the views of others.

I have skimmed over the surface of the problem of our present industrial malaise. A discussion of the fundamental issue would lead us into the realms of religion and philosophy in relation to the revolution which is taking place in society to-day, and although you may disagree with everything else I have said, you will, I think, agree that a short paper is not the vehicle for such an analysis.

REVIEW

TEXT-BOOK OF MEDICAL TREATMENT. Edited by D. M. Dunlop, L. S. P. Davidson, and J. W. McNee. 35s.

It would be difficult to speak too highly of this text-book of medical treatment. The fact that five editions and several reprints have appeared in ten years is sufficient evidence of its popularity.

The present edition is up to date and none of the newer drugs, of proven therapeutic value, appears to have been omitted.

The brief account of the salient points of each disease, which precedes the description of treatment, is an attractive and useful feature of the book, and the section on technical procedures should prove of the greatest value.

It is a book which can be confidently recommended to practitioners and students, and will rarely fail to supply the information required in any given case.

J. T. L.